



SEMI-ANNUAL MEETING OF THE LOCAL UNIONS (SAMLU)

SAN JUAN, PUERTO RICO

The Semi-Annual Meeting of the Local Unions was held in San Juan, Puerto Rico from April 20, 2026 through April 22, 2026. In attendance were all members of the National Executive Board, NPMHU National Office Department Heads, National and Regional Contract Administration Department (CAD) Representatives, and various Officers and Representatives from the 36 NPMHU Local Unions.

The SAMLU began with the invocation by retired Local 313 President Julio Figueroa.

During his welcoming remarks, National President Hogrogian acknowledged newly elected Local Presidents: Alexandria Golubski (Local 327) and Jennifer Lilley (Local 328). The National President also acknowledged recently appointed new Local Presidents: Gregory Newsome (Local 306) and Ursula Patterson (Local 307). The National President recognized the following re-elected Local Presidents: Justin Kreikemier (Local 298), Keala Parker (Local 299), Dan St. Marie (Local 301), Tony Coleman (Local 302), Greg Hill (Local 304), John Gibson (Local 308), Lisa Greer (Local 310), Latonia Bryant (Local 314), Bryan Easley (Local 315), Nick Mosezar (Local 318), Monica Marshall (Local 333), and Sheldon Adams (Local 334). National President Hogrogian also congratulated other recently elected and re-elected Local Union Officers who were in attendance. In addition, National President Hogrogian recognized recently retired Local 307 President Jim Haggarty. Brother Haggarty was presented with a NPMHU Gold Card, recognizing and honoring his long-dedicated service to the membership.

National President Hogrogian then began a comprehensive presentation of the activities of the National Union since the August 2025 SAMLU, starting with an update on USPS financial conditions and mail volumes by category for Quarter 1 of fiscal year (FY) 2026 (October 1, 2025 through December 31, 2025). The USPS had a net loss of \$1.3 billion for the quarter. The USPS reported that total mail volume decreased by 9.3% (2.9 billion pieces) compared to the same quarter of last fiscal year. First-class mail volume declined 6.1% (702 million pieces). For the quarter, marketing mail decreased by 10.9% (down 1.8 billion pieces). Transportation expenses decreased by \$116 million. Package/parcel volume decreased 12.1% (down 243 million pieces).

A new contract was negotiated between USPS and Amazon. While USPS retains 80% of its previous Amazon volume (1 billion packages per year), the 20% loss in mail volume will likely result in a corresponding loss of revenue.

The USPS had initially reported that it would be out of money by February 2027. The USPS recently recalculated and are now anticipating running out of money by September of 2026. To provide financial flexibility while longer term solutions are developed, the USPS has temporarily suspended its contributions to FERS. In addition, the USPS need Congress to change investment of retirement and health benefit funds; recalculate USPS contributions to CSRS and raise the borrowing limit from \$15 billion to \$34 billion. The borrowing limit has not been raised since 1992. All Postal Unions support these actions.

National President Hogrogian spoke about the make-up of the USPS Board of Governors (BOG) which consists of



**NATIONAL PRESIDENT
PAUL HOGROGIAN**



**NATIONAL SECRETARY-TREASURER
KEVIN TABARUS**



**NATIONAL CAD
TOM RUTHER**



**NATIONAL CAD
EUGENE HORTON**



**MHBP EXECUTIVE DIRECTOR
NINA GALLARESIS**



**LEGISLATIVE AND POLITICAL DIRECTOR
KATIE MADDOCKS**



**CAD DIRECTOR
PATRICK DONOVAN**



**CAD DIRECTOR
ANDY BADILISHAMWALIMU**



**CAD DIRECTOR
EILEEN MILLS**



**CAD DIRECTOR/MANAGER
NICK LEHTO**



the Postmaster General (PMG) Steiner, Deputy Postmaster General (DPMG) Tulino and nine (9) Presidentially appointed Postal Governors who are subject to Senate confirmation. The current sitting Governors include Amber McReynolds (Chair), Derek Kan (Vice Chair), Ron Stroman, and Daniel Tangherlini. There will be five (5) vacant seats on the BOG which will be filled by President Trump. The Senate Committee on Homeland Security and Governmental Affairs will then hold confirmation hearings. President Trump has nominated Anthony Lomangino (Waste Management). Other nominations include; Jeffrey Brodsky (Florida), William Gallo (Florida), and Robert Steffens (Texas).

National President Hogrogian reviewed actions taken by the Trump Administration affecting the USPS and the appointment of Postmaster General David Steiner.

National President Hogrogian addressed closings and consolidations, including the creation of Regional Processing and Distribution Centers (RPDCs) which will process Originating Letters/Flats, All Parcels, STC, THS, LPCs, SDCs, RTHs; the creation of Local Distribution Centers (LDCs) which will process Destinating Letters/Flats; Transfer Hubs; and SDCs. RPDCs will be located in approximately 60 metropolitan areas.

National President Hogrogian spoke about the USPS Network Redesign, noting that the proposed changes are fluid and ever changing. He also discussed the creation of Regional Transfer Hubs (RTHs), which will act as a transfer point for other RPDCs – aggregation/disaggregation of mail and parcels. Mail Processing Facility Reviews (MPFR) PO-408 were also discussed. There have been approximately 60 MPFRs. These reviews have involved sham public hearings. The NPMHU is focused on ensuring that excessing is kept to an absolute minimum. Unofficially, 36 out of 60 sites have Local mail staying Local. MPFR are currently on hold.

National President Hogrogian also addressed proposed modifications to Sorting and Delivery Centers (SDCs) and



CAD DIRECTOR
MAX REHBEIN



ASSISTANT TO THE NATIONAL OFFICERS
NEIL RYAN



NPMHU GENERAL COUNSEL
MATT CLASH-DREXLER



VICE PRESIDENT CENTRAL REGION
JUNE HARRIS



VICE PRESIDENT EASTERN REGION
JOHN GIBSON



VICE PRESIDENT NORTHEASTERN REGION
DANIEL ST. MARIE



VICE PRESIDENT SOUTHERN REGION
JOHN (JR) MACON



VICE PRESIDENT WESTERN REGION
DON SNEESBY



LOCAL 309 PRESIDENT
LISA PRUCHNICKI



LOCAL 297 PRESIDENT
CHRIS BENTLEY



LOCAL 298 PRESIDENT
JUSTIN KREIKEMEIER



LOCAL 299 PRESIDENT
DEANNA PARKER



LOCAL 300 PRESIDENT
YVETTE JOHNSON



LOCAL 302 PRESIDENT
ANTHONY COLEMAN



LOCAL 303 PRESIDENT
JUAN TORRES



LOCAL 304 PRESIDENT
GREGORY HILL



LOCAL 305 PRESIDENT
FELANDRIA JACKSON



LOCAL 306 PRESIDENT
GREG NEWSOME



LOCAL 307 PRESIDENT
URSULA PATTERSON



LOCAL 310 PRESIDENT
LISA GREER

function 4 delivery and parcel sorting operations. There are approximately 160 SDCs that are active as of April 2026, and there could ultimately be between 300-400 SDCs.

National President Hogrogian stressed that the NPMHU will continue to oppose unnecessary consolidations and will take steps to minimize any negative impact to Mail Handlers.

National President Hogrogian also addressed the NPMHU's longstanding fight to challenge the Postal Service subcontracting of STC operations. The NPMHU has negotiated agreements with the Postal Service to in-source all the STC work. National President Hogrogian also noted that global STC Memorandum of Understanding (MOU) has been signed and agreed to with the USPS. RTHs could, and probably will, replace STCs.

The NPMHU has also made agreements to bring Terminal Handling Services (THS) work back in-house. These operations tender mail to and receive mail from the airlines and FedEx. There are approximately 60 total sites and 40 are still subcontracted.

The National President Hogrogian also provided an update on contract negotiations for the 2025 National Agreement. This update included discussion of the UPS (Teamsters) contract; NALC, APWU, and NRLCA contracts; new Postmaster General, Labor Relations Vice President, USPS Chief Spokesperson in negotiations. The NPMHU had submitted sixty-eight (68) proposals, and the USPS proposed only eleven (11) proposals. The NPMHU priorities in negotiations include addressing the 2 tier pay scale (proportional COLA), MHA salary, COLA and pay increases.

The 2022 National Agreement expired on September 20, 2025. The parties have agreed to continue bargaining. Some progress has been made, except on economic issues and the use of 204Bs. Negotiations have been a long, slow, arduous process. No settlement is likely any time soon. If no settlement is reached, we will proceed to interest Arbitration. The





**LOCAL 311 PRESIDENT
CHARLES CHARLESTON**



**LOCAL 312 PRESIDENT
TROY LEE DAVIS**



**LOCAL 313 PRESIDENT
MAURICE TORRES**



**LOCAL 314 PRESIDENT
LATONIA BRYANT**



**LOCAL 315 PRESIDENT
BRYAN EASLEY**



**LOCAL 317 PRESIDENT
CHARLES HARRIS**



**LOCAL 318 PRESIDENT
NICK MOSEZAR**



**LOCAL 320 PRESIDENT
BERNIE GONZALEZ**



**LOCAL 321 PRESIDENT
TONY WILSON**



**LOCAL 322 PRESIDENT
KELLY DICKEY**

last National Agreement decided by an arbitrator was in 2013. The “Fishgold Award” resulted in the creation of MHAs and a proportional COLA in Table 2.

National Secretary-Treasurer Tabarus was the next speaker. He provided a comprehensive report on a host of topics that included Mail Handler complement; regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union’s affiliated organizations; NPMHU Revenue Sharing Program; and the NPMHU Mobile App.

Associate member dues and Uniform National Billing Program were discussed in detail. The National Office has been charging Local Unions the same rate of \$1.63, per associate dues payment, since 1995. Expenses related to the Uniform National Billing Program have substantially increased in the past 30 years. National Secretary-Treasurer Tabarus informed the SAMLU delegates that the National Executive Board would be discussing the appropriate increase to the Billing Expense.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Tabarus discussed membership trends and reviewed the “Join The Union, Join The Fight” recruitment tools available to Local Unions and the mailing of postcards to newer non-members. The Form 1187 submission process was discussed in detail, including how to submit Form 1187 to HRSSC, common errors on the Form 1187, and how to file grievances when HRSSC fails to process Form 1187 within the required timeframe in accordance with ELM 924.5 Implementation of Dues Withholdings.

Local Unions with most improved regular membership were recognized. The top three (3) Local Unions with the highest regular membership percentage will be awarded trophies for their outstanding commitment at the SAMLU in August of 2026.

National Secretary-Treasurer Tabarus reviewed the NPMHU (unaudited) financial statements for the fourth quarter ending December 31, 2025 and year end 2025; Net Asset; deficit control measures; quarterly and annual expense and revenue analysis. National Secretary-Treasurer Tabarus also noted that all the Local Unions had filed their LM2s or LM3s on time. An LM workshop might be held in the future.



National Secretary-Treasurer Tabarus concluded his presentation with an update on the 2026 LIUNA International Convention and review of the planning for the 2028 Quadrennial NPMHU Convention in Detroit, MI. He highlighted new NPMHU merchandise available for ordering on the NPMHU website and reported on scheduled NPMHU national meetings, conferences, seminars, and training programs.



The attendees then received a report on the NPMHU Women's Committee from Committee Chair and Vice President Central Region June Harris. Sister Harris introduced Women's Committee members in attendance. Sister Harris also reported on various projects including harassment complaints, the need for more Lactation Stations, participation on the LiUNA Women's Committee, and issues with new employees being hired pregnant and then denied work. Vice President Harris praised the work of the Local Unions' own Women's Committees, especially Local 313. Sister Harris noted that more and more Local Unions are starting their own Local Women Committees, participation on the LiUNA Women's Committee, and representation at the 2026 Women Build Nations Conference to be held in October 2026. The NPMHU Women's Committee met on Wednesday after the SAMLU General Session.

General Counsel Matthew Clash-Drexler discussed litigation and other pending legal matters involving the NPMHU National Union. The National Agency Check with Inquires (NACI) background check National Arbitration was discussed. The arbitrator found that grievances challenging discipline issued related to information on the NACI



LOCAL 323 PRESIDENT
JEFF LARSEN



LOCAL 324 PRESIDENT
CARMALITA MECASKEY



LOCAL 325 PRESIDENT
DWAYNE WILLIAMS



LOCAL 327 PRESIDENT
ALEXANDRIA GOLUBSKI



LOCAL 328 PRESIDENT
JENNIFER LILLY



LOCAL 330 PRESIDENT
BOB GRIFFITH



LOCAL 331 PRESIDENT
DAVE WISNESKI



LOCAL 332 PRESIDENT
EDVINA TESCH



LOCAL 333 PRESIDENT
MONICA MARSHALL



LOCAL 334 PRESIDENT
SHELDON ADAMS

background check are arbitrable and the Postal Service can issue such discipline only upon a showing of just cause. RI399 arbitrations on the SDUS/SIPS machine(s) were just heard. The HOPs RI399 Arbitration is next. The issue of Double-stacked pallets being transported inside installations was discussed as it is pending. The national office has a request for information dispute pending. This dispute is regarding communications between the USPS and the APWU concerning a bilateral MOU stating that all work in SDCs is Function 4 work.

Legislative and Political Director Katie Maddocks provided an update on Capitol Hill developments. Director Maddocks provided the assembly with a summary of the USPS Congressional Oversight Subcommittee hearing with PMG Steiner and the director of the GAO. Director Maddocks also explained the various versions of the Reconciliation Bill as it progressed through the Senate and House of Representatives. In addition, she described the recent adverse attacks on the United States Postal Service, Mail Handler jobs, Vote by Mail, USPS Board of Governor nominees, and basic labor rights. Director Maddocks discussed the 2026 Mid-Term elections and provided a report on NPMHU PAC fund donations. Local Unions were presented with “PACie Awards” for 2025.

On Day 2 attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Schann Holladay, Aetna Manager of Accounts, and Executive Director Nina Gallaresi. Updates included a review of MHBP: 2025 Open Season results, 2026 enrollment, attrition, 2026 focus, 2027 marketing focus, 2026 Open Season Seminar in San Diego and planning for 2027 FEHB & PSHB.

Contract Administration Department Regional Director — Northeast Region Patrick Donovan provided a refresher on utilizing the online MAILES database and the recent enhancements to its search capabilities.

Contract Administration Department Manager Teresa Harmon then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions. Sister Harmon’s presentation was based on the written report that was distributed electronically before the meeting (and is posted at the MAILES tab on the national website) and included the following topics:

- Bidding MOU — Successful bids made on or after September 21, 2025, will be counted towards the bid maximums established in the 2025 National Agreement.
- Annual Leave Exchange (ALE) Pay with no Federal Tax Withheld



RETIRED LOCAL 313 PRESIDENT
JULIO FIGEIROA



ACCOUNT MANAGER, AETNA
SCHANN HOLLADAY



RETIRED LOCAL PRESIDENT JIM HAGGARTY
RECEIVES A NPMHU GOLD CARD



NPMHU WOMEN'S COMMITTEE



**NATIONAL EXECUTIVE BOARD AND CONTRACT
ADMINISTRATION DEPARTMENT REPRESENTATIVES**



RI 399 REVIEW WORKSHOP



RI 399 REVIEW WORKSHOP



SAMLU ATTENDEES



RI 399 REVIEW WORKSHOP



SAMLU ATTENDEES



SAMLU ATTENDEES

- Relief Supervisor Positions
- USPS/Census Pilot
- New Online Retirement Process
- Update on new mail processing equipment

National CAD Representative Tom Ruther led discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force. The CAD department is actively involved with discussions on new RTH, RPDC, and LPC facilities. CAD Representative Ruther also provided updates on the RI-399 NDRC meetings. Including discussion on new sorting machinery — MaRS, SIPs, and RIS (Robotic Induction System) for the SPSS and APBS. In addition, he reiterated that all LDRCs should still be meeting monthly. All new machinery should be added to Installation Inventory at LDRC.

As with each of these Semi-Annual Meetings of the Local Unions, a solicitation for agenda items was distributed to all Local Union Presidents in advance of this meeting. Agenda items that were sent to the National Office were distributed to all Local Presidents prior to the meeting and, to the extent possible, the submitted agenda items were addressed in the appropriate reports and through other discussion before the assembly. Several other topics were raised and discussed during the round-robin segment of the meeting.

After the business session, and without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.

On Day 3 an RI 399 Review Workshop was conducted by Contract Administration Department Manager Teresa Harmon, National CAD Representative Tom Ruther, General Counsel Matt Clash-Drexler, and the entire Contract Administration Department. The workshop provided advice and review of the RI 399 process.

